GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Finance Department –Contract Employment in Government Departments, Universities and Societies - Remuneration & Other Benefits - Comprehensive orders- Orders - Issued.

FINANCE (HR.I -PLG. & POLICY) DEPARTMENT

G.O.MS.No.2 Dated: 06-01-2025

Read the following:-

1. G.O.Ms.No.12, Finance(HR.I-Plg. &Policy) Dept., dt.28.01.2019.
2. G.O.Ms.No.24, Finance (HR.I-Plg. &Policy) Dept., dt.18.02.2019.
3. G.O.Ms.No.40, Finance(HR.I. -Plg. & Policy)Dept., dt.18.06.2021.
4. G.O.Ms.No.5, Finance(HR.I.- Plg. & Policy)Dept., dt.17.01.2022.

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ORDER:

In the GO first and second read above, Government has issued orders for extension of Minimum Time Scale (MTS) as per RPS 2015 to the contract employees subject to adherence of the guidelines in the GO 1st read above.

2. In the G.O. third read above, Government have issued comprehensive orders duly superseding all the orders issued earlier, regarding the remuneration & other benefits to be paid to the persons who have been appointed on contract basis and issued comprehensive guidelines. As per these guidelines, the Minimum of Time Scale (MTS) shall be paid to the contractual employees in the Revised Pay Scales, 2015 of the relevant posts, in which the employees are working. The extension of minimum of time scale is applicable to those contractual employees who have been appointed against vacant sanctioned posts and for those who have been appointed by the specific Government orders issued with the concurrence of Government in Finance Department.

3. In the G.O. fourth read above, Government have issued orders for extending Minimum of Time Scale (MTS) in Revised Pay Scales, 2022 w.e.f 01.01.2022 to the contract employees in the respective relevant posts in which the employees are working.

4. Subsequently, it has come to the notice of the departments that contract employees engaged by the departments in Centrally Sponsored Schemes and other government projects are seeking extension of the MTS, despite the posts not being sanctioned posts of the government and appointment made without the concurrence of the Government in the Finance Department. In few cases, those contract employees were appointed through government orders issued without the requisite concurrence from the Finance Department, as outlined in the aforementioned Government Order.

5. Accordingly, Government, after careful examination of the matter, in super session of the G.Os issued first to fourth read above, hereby order the following regarding the remuneration & other benefits :

A. **Payment of Minimum of Time Scale(MTS) to the Contractual employees engaged in the Government Departments, Universities and Societies:** The Minimum of Time Scale (MTS) shall be applicable to those contract employees in Government Departments, Universities and Societies appointed against vacant sanctioned posts and for those who have been appointed by the specific Government orders issued with the concurrence of Government in Finance Department. The remuneration (minimum of time scale) to the contractual employees shall be governed by the following conditions:

a) The remuneration extended shall form an all-inclusive consolidated monthly payment for all purposes.
b) No other allowances shall be paid.
c) No other increase in any form like annual grade increments, etc.,shall be admissible on the above consolidated monthly remuneration equivalent to the Minimum of Time Scale.
d) The extension of minimum of time scale is applicable to those contractual employees who have been appointed against vacant sanctioned posts and for those who have been appointed by the specific Government orders have been issued with the concurrence of Government in Finance department.
e) The departments shall pay utmost attention to the conditions as referred to above, while extending the remuneration (minimum of time scale) to the personnel working on contractual basis under their administrative control.
f) The Minimum pay of Time Scale(MTS) shall not apply to contract employees who are engaged for a particular project or scheme and not in the regular sanctioned vacant post since those employees working on these projects are often employed on different terms and conditions of employment and their salaries may be determined by the specific project/scheme's budget, and the funding agency's guidelines.
g) The MTS shall also not be applicable to those contract employees who were appointed by an order issued without the concurrence of Government in Finance Department.
h) These orders shall not apply to the Consultants/Advisors/ OSDs and those appointed on specific consolidated pay, working on contractual basis in Government Departments.
i) These orders shall not apply to the employees working on outsourcing basis.

j) No further recruitment shall be made on contractual basis without prior approval of the Government in Finance Department. For any appointment in deviation, disciplinary proceedings shall be initiated against the appointing authorities and severe penalties under A.P. C.C.A. Rules, 1991, will be initiated and the appointments made irregularly shall be cancelled. The salary bills of such irregular appointees shall not be admitted in the audit.

B. **Maternity Leave for women employees engaged on contractual basis:** Married women employees engaged on contractual basis in Government Departments, Universities, and Societies shall be eligible for 180 days of paid maternity leave for the first two child births. This condition is relaxed in cases of employees having less than two surviving children. The paid maternity leave benefit shall be equivalent to the existing remuneration drawn by the above women employees. The statutory benefits such as EPF & ESI and other recoveries wherever applicable, shall also be admissible by treating them as being "on duty".

C. **Sanction of Ex-gratia to the contract employees:** Ex-gratia of Rs.5.00 lakhs (Rupees five lakhs only) shall be provided for accidental death and Rs.2.00 lakhs (Rupees two lakhs only) for natural death to the legal heir of the deceased Contract employees, who die in harness, while in service, duly following procedure.

a) The application seeking ex-gratia shall be submitted by the Legal heir of the concerned deceased Contract employees with in a period of three (3) months from the date of demise to the unit/head of the office concerned.

b) After receipt of the application for sanction of Ex-gratia from the Legal heir, the Administrative Officer/Drawing and Disbursing Officer concerned has to conduct personal enquiry in the matter within fifteen (15) days and confirm the death.

c) The A.O./D.D.O., after thorough enquiry shall submit report to the unit/head of the office, confirming the death and recommends for sanction of Ex-gratia.

d) After receipt of the enquiry report, the Unit/Head of the Office may sanction the Ex-gratia of Rs.5.00 lakhs in cases of accidental death and Rs.2.00 lakhs in case of natural death, as the case may be.

6. All the Department of Secretariat and all the Head of the Department are advised to act in accordance with the above orders strictly and convey to all the Offices under their administratively control for strict compliance.

7. The order is available online and can be accessed at http://www.goir.ap.gov.in.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

PEEYUSH KUMAR
PRINCIPAL SECRETARY TO GOVERNMENT

To
All the Departments of Secretariat
All the HoDs.
All the District Collectors.
Copy to:
The Principal A.G(A&E)/ the Principal A.G(Audit), A.P Vijayawada.
The PS to Principal Secretary to C.M.
The OSD to Minster for Finance
The PS to Principal Finance Secretary to Govt.
The CEO, APCFSS, Mangalagiri
The GA (Cabinet) Department.
The Director, Treasuries and Accounts, A.P., Mangalagiri
The Pay and Accounts Officer, A.P., Mangalagiri.
The Director, State Audit Department, A.P., Mangalagiri
The Director, Works and Accounts, A.P., Mangalagiri.
The Director of Insurance, A.P., Mangalagiri.
The all Sections of Finance Department.
SF/SCs.(1167332)

//FORWARDED::BY ORDER//

SECTION OFFICER